

FSO Promotions 1970/CIA Promotions 1969

1. An analysis of the FSO 1970 promotion data (cited in the Department of State News Letter of February 1970) was attempted against comparable Agency 1969 promotion data. Only two general conclusions were reached. They were:

a. Both the average ages (of the promotees and non-promotees) and the average length of time in grade of the CIA professionals (through GS-13) was greater than comparable FSO's; and

b. The FSO's in classes 3 and 2 had "aged" to the point that their average ages were fairly comparable to the CIA executives of equivalent rank.

2. In an attempt to ascertain "new trends" in State's personnel philosophy, an exploratory telephone call was made to Mr. Albert Hanes (FSO 2) in the Performance Evaluation Division, OP/DS for additional background data on this exercise. Since Mr. Hanes had worked on this FSO promotion program, he proved to be very informative. He volunteered the following:

a. The FSO class structure is being realigned slowly to meet current FS requirements through small annual reductions in classes 1, 2 and 3.

b. Each July the DS prepares a promotion projection for FS classes 1 through 4 based upon anticipated attrition, retirements and class numerical limitations. The Selection Boards are, of course, notified as to these decisions.

c. The FSO Corps has been reduced from 3523 (7/1966) to 3274 (7/1969).

d. The Wristonization of State employees has resulted in the upward climb of the average ages in both classes 3 and 2.

e. With minimum entry level requirements for junior FSO's in 1968 and 1969, the FSO-8 class has 26 officers (down from a 1967 high of 165); the FSO-7 class has 167 officers (down from a 1965 high of 429). The FSO-7 class also includes a small number of new officers.

f. Functional competency is not recognized below the class 5 level.

507 FSOs, 128 FSIOs And 147 FSIOs Are Listed for Promotion

President Nixon on Jan. 29 sent to the Senate the nominations of 507 Foreign Service Officers for promotion.

The nominations—based on the recommendations of the Twenty-third Selection Boards—were published in a special supplement of the NEWS LETTER, January.

The supplement also listed the names of 128 Foreign Service Reserve Officers who have been promoted. These promotions were based on the rank-order listings of the Twenty-third Selection Boards for FSIOs available for worldwide service.

In a related action, the President nominated 147 Foreign Service Information Officers for promotion. The OSIA list went to the Senate on January 26.

The effective date of the promotions of the FSOs and the FSIOs will be announced after the Senate approves the nominations and the latter are attested by the President.

3-Year Comparison Of FSO Promotions

1970 PROMOTEES			
Class	Total Reviewed	Total Promoted	Percent Promoted
2	414	35	8.5
3	647	69	10.7
4	627	86	13.9
5	538	124	23.0
6	442	144	32.6
7	111	49	44.1
Total	2779	507	18.3
1969 PROMOTEES			
2	377	48	10.1
3	553	54	9.8
4	520	91	17.5
5	411	124	30.2
6	445	140	31.7
7	190	92	48.4
Total	2496	539	19.5
1968 PROMOTEES			
2	371	21	5.7
3	536	40	5.7
4	496	81	16.3
5	282	104	36.9
6	378	142	37.5
7	123	58	47.2
Total	2186	446	20.4

Average Age and Average Years in Class For FSO Promotees in 1968, '69, '70

1970 PROMOTEES					
Class	Number Promoted	Ave. Age Class	Ave. Age Promotees	Average Years in Class for Class	Average for Promotees
2	35	49.7	47.9	3.6	4.5
3	69	46.8	46.7	3.5	4.9
4	86	41.1	41.4	2.6	3.5
5	124	34.2	34.6	1.6	2.0
6	144	29.4	29.9	1.3	1.4
7	49	27.2	27.0	1.3	1.3
TOTAL	507				
1969 PROMOTEES					
2	38	49.7	47.9	3.7	3.9
3	54	46.5	43.7	3.5	3.9
4	91	41.2	41.2	2.6	3.5
5	124	34.4	34.5	1.3	1.7
6	140	30.1	30.4	1.1	1.3
7	92	27.1	27.1	1.3	1.1
TOTAL	539				
1968 PROMOTEES					
2	21	49.4	47.3	3.4	3.9
3	40	46.5	46.0	3.6	5.2
4	81	42.0	42.1	2.3	3.0
5	104	34.7	37.0	1.1	2.3
6	142	30.9	31.8	.9	1.4
7	58	27.9	27.5	1.1	1.2
TOTAL	446				

Number and Percentage of FSOs Promoted, By Function, in 1968, '69 and '70

1970 PROMOTEES					
Functional Group	Number Reviewed	Percentage of Total	Number Promoted	Promotees As Pct. of Total Reviewed	Promotees As Pct. of Total Promoted
Admin.	242	10.9	37	15.3	11.8
Consular	163	7.4	17	10.4	5.5
Economic	621	27.9	86	13.8	27.4
Political	1194	53.8	174	14.6	55.3
TOTAL	2220	100.0	314	14.2	100.0
1969 PROMOTEES					
Admin.	227	12.2	30	13.2	9.8
Consular	183	9.9	26	14.2	8.5
Economic	523	28.3	91	17.4	29.8
Political	921	49.6	159	17.3	51.9
TOTAL	1854	100.0	306	16.5	100.0
1968 PROMOTEES					
Admin.	217	13.0	21	9.7	8.5
Consular	184	11.1	22	11.9	8.9
Economic	455	27.2	77	16.9	31.3
Political	814	48.7	126	15.5	51.3
TOTAL	1670	100.0	246	14.7	100.0

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